Officer Personnel Update

LTC Pat Terrell

Chemical Branch Chief

Human Resources Command

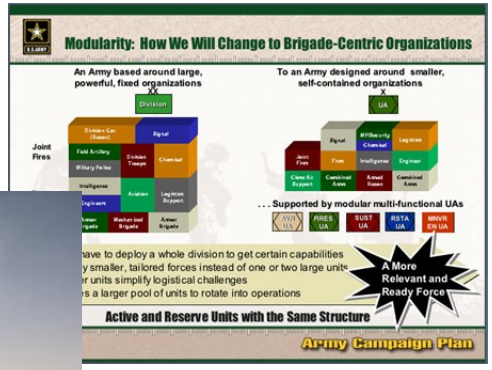
“This Is Not Business As Usual”

Our Nation is at War, Our Army is at War…while Transforming and Our Officer Corps is Responding

OEF

OIF

Modular


Modularity: How We Will Change to Brigade-Centric Organizations
An Army based around large, powerful, fixed organizations
To an Army designed around smaller, self-contained organizations
. . . Supported by modular multi-functional UAs
A More Relevant and Ready Force
Active and Reserve Units with the Same Structure
Army Campaign Plan

Warrior

Stabilizing

Rebalancing

Restructuring

What does Force Stabilization Mean for the CM Corps?

Improved Readiness for the Force

- **Who? Soldiers assigned to Bde Combat Teams, BCTs (Officers: CPTs and LTs)**
- **How Long? Expect 1 Life Cycle – 36 mo. about 1/3 will Stay For a Second Life Cycle**
- **How it Works**
  - **Will be assigned to a BCT**
  - **Can be moved around within the BCT**
  - **At the end of the Life Cycle you move to the CPTs Career Course**
    - **Right now its PCS, will become TDY**
- **SL/SM – Right now Soldiers are SL/SM for deployments**
- **Contracts: Future expect them to be adjusted to cover the length of the Life Cycle**
- **Active Duty Service Obligations (ADSO): Future expect them to be adjusted to cover the length of the Life Cycle**

Force Structure Change Impacts

- **Total Number of Officers from FY03 to FY05 Increased by 48**
  - **Modularity impacts of 4 Divisions**
  - **Realignment of 23d CM BN**
  - **Added 20th Support Group (CBRNE)**
  - **Added 110th CM BN (TE)**
- **Company commands decrease by only one**
- **Majors**
  - **Increased MAJs in UEx to three**
  - **More positions with troops**

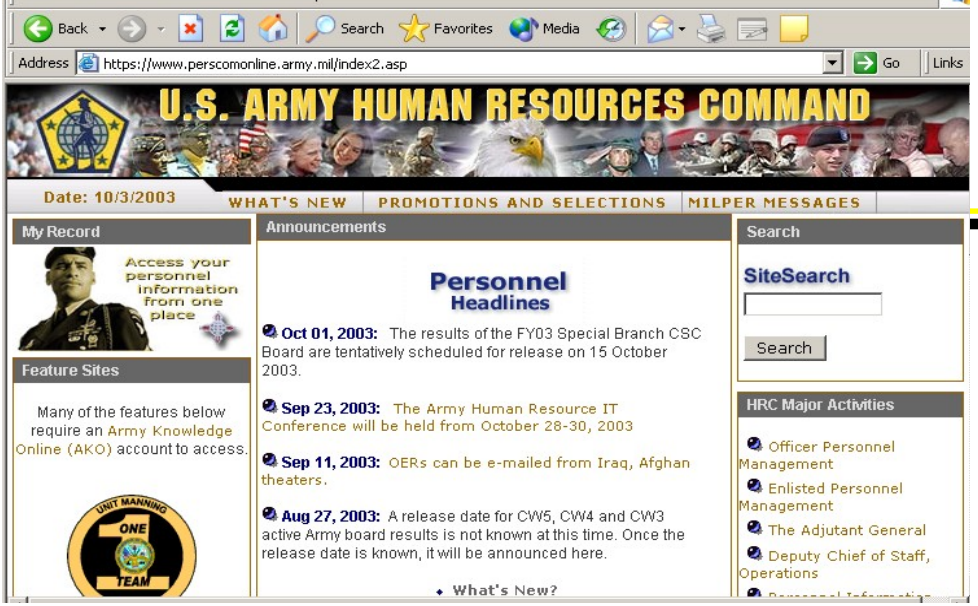
Other Topics

- **Officer Professional Development Changes**
  - **CMC3**
    - **PCS - Right now**
    - **TDY enroute – On to your next duty station**
    - **TDY and return – Installations that support career development**
  - **ILE Timing**
    - **Warfight is the first priority**
    - **8-12 year point**
    - **Some CPT(P)s will go**

- **Officer Assignment Notification**
  - **Was about 9 Months: Goal was 1 Year**
  - **Now about 3 Months: Goal is 6 Months**

- **Officer Retention**

See Your Career Manager Notes


Back
Search
Favorites
Media
Address
https://www.perscomonline.army.mil/index2.asp
Go
Links
U.S. ARMY HUMAN RESOURCES COMMAND
Date: 10/3/2003
WHAT'S NEW
PROMOTIONS AND SELECTIONS
MILPER MESSAGES
My Record
Access your personnel information from one place
Feature Sites
Many of the features below require an Army Knowledge Online (AKO) account to access.
UNIT MANNING ONE TEAM
Announcements
Personnel Headlines
Oct 01, 2003: The results of the FY03 Special Branch CSC Board are tentatively scheduled for release on 15 October 2003.
Sep 23, 2003: The Army Human Resource IT Conference will be held from October 28-30, 2003
Sep 11, 2003: OERs can be e-mailed from Iraq, Afghan theaters.
Aug 27, 2003: A release date for CW5, CW4 and CW3 active Army board results is not known at this time. Once the release date is known, it will be announced here.
What's New?
Search
SiteSearch
Search
HRC Major Activities
Officer Personnel Management
Enlisted Personnel Management
The Adjutant General
Deputy Chief of Staff, Operations

DA Photo Management Information System

DAPMIS

See your @ko

See your record

Officer Assignment Preference

See all jobs!

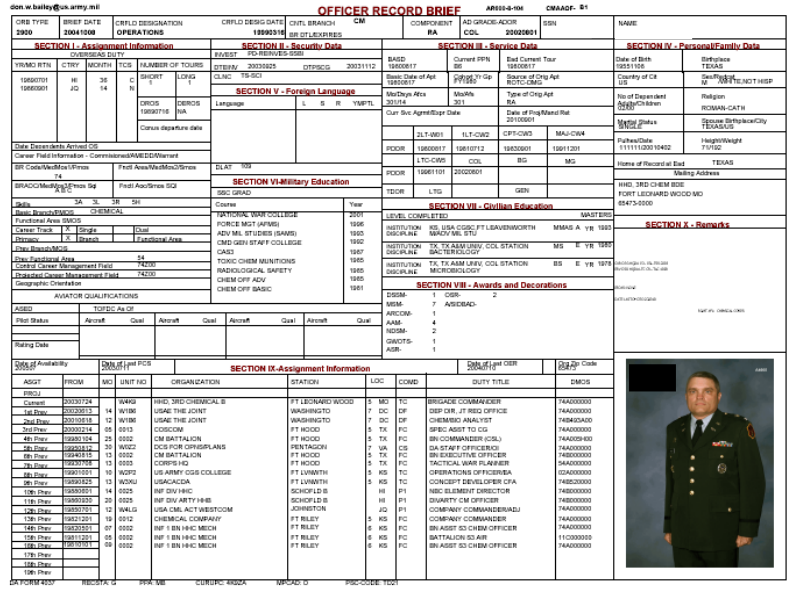
OFFICIAL MILITARY PERSONNEL FILE

OMPF

PERMS

Personnel Electronic Records Management System

My ORB


don.w.bailey@us.army.mil
OFFICER RECORD BRIEF
SECTION I - Assignment Information
SECTION II - Security Data
SECTION III - Service Data
SECTION IV - Personal/Family Data
SECTION V - Foreign Language
SECTION VI-Military Education
SECTION VII - Civilian Education
SECTION VIII - Awards and Decorations
SECTION IX-Assignment Information
SECTION X - Remarks

- **Allows officers to access their own ORB**
- **Secure via AKO**
- **Can view, print, save and send**
- **Now With Photos on your ORB**

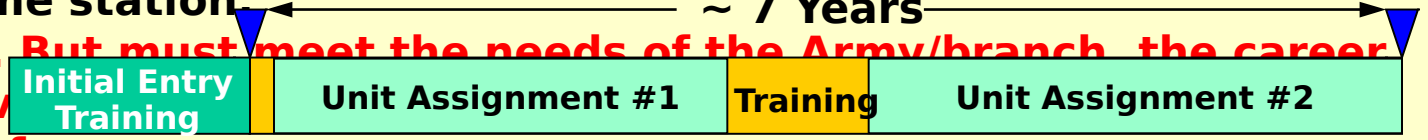
Conclusion

Back Ups

Stabilizing the Force

General Assignments:

- ❑ Stabilize Soldiers and Families upon initial assignment for about 7 years.
- ❑ Improves stability and predictability for Soldiers and Families.
- ❑ NCOs and junior officers travel to schools and return to the same station.

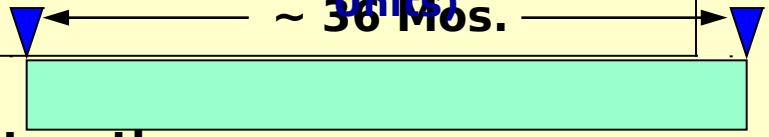


... But must meet the needs of the Army/branch, the career dev preference

Un

❑ L

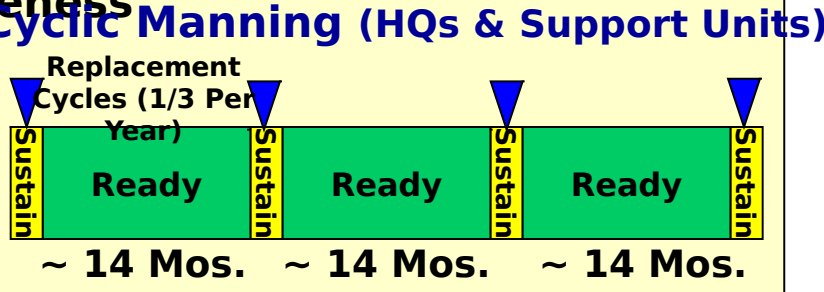
- A operational cycle (~36 months).
- Soldiers arrive, train, deploy, & depart together.



- Improves cohesion and training effectiveness

❑ Cyclic manning: Others

- Provide periodic replacements for headquarters and support units.



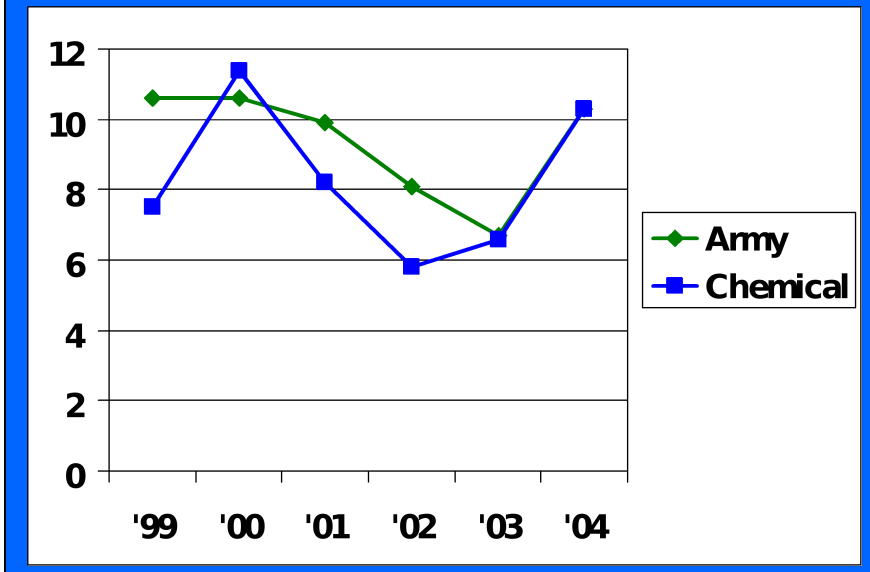
Life Cycle Manning

	FY04	FY05	FY06	FY07 (plus FY04 units)	FY08 (plus FY05 units)	FY09 (plus FY06 units)
1st QTR	SBCT3		SBCT5			
2nd QTR		SBCT1				
3rd QTR		SBCT4				
4th QTR			3ACR			

Pre-decisional-- 173rd

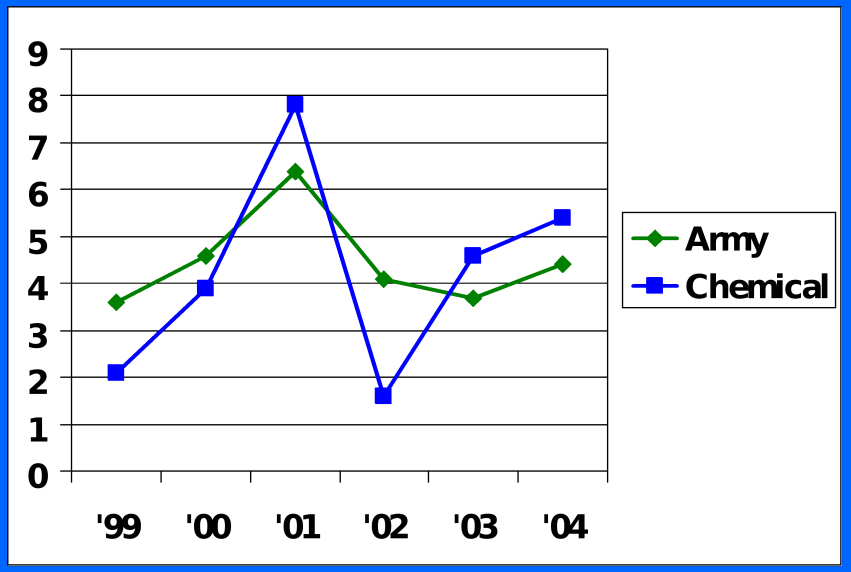
Attrition – CPTs and MAJs

Captains



- FY04 is only 2nd time in 5 years at or above Army average
- FY04 is 2nd consecutive year CM attrition has increased
- Project further increase based on officers currently under Stop Loss who express desire to separate

Majors



- FY04 is 3rd time in 5 years at or above Army average
- FY04 is 2nd consecutive year CM attrition has increased

LTC Commands

Even Years:

Unit:	Location:
Tactical	
2nd CM BN	Ft Hood, TX
23rd CM BN	Korea
110th CM BN (TE)	Dugway, UT
TSS	
82nd CM BN	FLW, MO
84th CM BN	FLW, MO
Anniston Chem. Activ.	Anniston, AL
Blue Grass Chem. Activ.	Richmond, KY
Newport Chem. Activ.	Newport, IN

Odd Years:

Unit:	Location:
Tactical	
83rd CM BN	Ft Polk, LA
22nd CM BN (TE)	Edgewood, MD
TSS	
Radford AAP	Radford, VA
Pueblo Army Depot	Pueblo, CO
Umatilla Army Depot	Hermiston, OR
Pine Bluff Chem. Activ.	Pine Bluff, AR

Garrison or Recruiting BNs

COL Commands

Even Years:

Unit:	Location:
AEC	Edgewood, MD
Deseret Army Depot	Stockton, UT

Odd Years:

Unit:	Location:
3rd Chemical Brigade	FLW, MO
Dugway Proving Grounds	Dugway, UT
Pine Bluff Army Depot	Pine Bluff, AR

rison Commanders: 3 years; can request to leave after only 2 ye